C. Amendments to the Claims

1   1.   (Presently Amended) A human capital management system, executable by
2   a computer, providing for the collection and maintenance of the performance
3   capabilities of individuals within a defined workforce including currently active
4   participants and a reserve talent pool of inactive participants, said human capital
5   management system comprising:
6   a) a performance capabilities data set repository providing for the
7   storage of a plurality of performance capability data sets corresponding to a
8   plurality of workforce participants, each said performance capability data set
9   identifying a workforce participant and the participant status of said workforce
10   participant, each said performance capability data set further including a plurality
11   of categorized data fields and a plurality of categorized free-text data fields,
12   wherein said categorized free-text data fields store unstructured textual content;
13   b) a user interface system, coupled to said performance capabilities
14   data set repository, supporting the entry and editing of said plurality of
15   performance capability data sets, said user interface system accessible by said
16   plurality of workforce participants, said user interface system providing for the
17   identification within said performance capabilities data set repository of discrete
18   editing changes made to said plurality of performance capability data sets, said
19   user interface system further providing for the issuance a data changed electronic
20   notification message with respect to a predetermined performance capability data
21   set; and
22   c) a reviewer interface system, coupled to said performance
23   capabilities data set repository, supporting the review and qualification of
24   performance capability data sets, wherein said reviewer interface system enables
25   identification of said discrete editing changes made to said performance
26   capabilities data sets, wherein said performance capabilities data set repository
27   associates a predetermined reviewer with said predetermined performance
28   capability data set, and wherein said predetermined reviewer receives said data
29   changed electronic notification message of said change in said predetermined
30   performance capability data set through said reviewer interface system, wherein
31   said reviewer interface system further supports specification of a performance
32   capability requirement set that selects a corresponding subset of said performance
33   capability data sets, wherein said performance capability requirement set includes

34 categorized data field criteria and categorized free-text data field criteria, wherein
35 said categorized data field criteria is matched against said categorized data fields
36 and said categorized free-text data field criteria is matched selectively against the
37 unstructured textual contents of said categorized free-text data fields to select said
38 corresponding subset of said performance capability data sets, wherein said
39 reviewer interface system enables selective scoring qualification of individual said
40 categorized data fields and said categorized free-text data fields, wherein said
41 selective scoring qualifications are stored in correspondence with said
42 performance capability data sets, and wherein said selective scoring qualifications
43 are selectively combinable with said categorized data field criteria and said
44 categorized free-text data field criteria in selecting said corresponding subset.

1 2.   (Previously Presented) The human capital management system of Claim 1
2 wherein said reviewer interface system supports the issuance of an information
3 request electronic notification message to a predetermined user corresponding to
4 said predetermined performance capability data set through said user interface
5 system, wherein issuance of said information request electronic notification
6 message is initiated by said predetermined reviewer to further qualification of said
7 predetermined performance capability data set, and wherein said information
8 request electronic notification message communicates a request for specified
9 information regarding an item of said predetermined performance capability data
10 set.

1 3.   (Previously Presented) The human capital management system of Claim 25
2 wherein said data changed electronic notification message includes a first
3 notification message issued to a screening reviewer and a second notification
4 message issued to a substantive skill reviewer.

1 4.   (Cancelled)

1 5.   (Presently Amended) The human capital management system of Claim 2
2 4 wherein the matching of said categorized data field criteria against said
3 categorized data fields produces a first scoring value, wherein the matching of
4 said categorized free-text data field criteria against said categorized free-text data
5 fields produces a second scoring value, wherein said corresponding subset of

6   said performance capability data sets are presented in a ranked order through
7   said reviewer interface system, wherein said ranked order is based on a
8   combination of said first and second scoring values.

1   6.   (Cancelled)

1   7.   (Cancelled)

1   8.   (Cancelled)

1   9.   (Presently Amended) A method, executed on a computer system,
2   implementing life-cycle human capital management relative to a workforce to
3   support selection of candidates for positions within an organization, said method
4   comprising the steps of:
5   a) collecting performance capability information from said
6   workforce, wherein said workforce includes a plurality of members and wherein
7   said performance capability information includes a plurality of performance
8   capability partitions, and wherein each said performance capability partition
9   includes categorized information and categorized free-text information, said
10   categorized free-text information being characterized as unstructured textual
11   content, said performance capability information being stored in a workforce
12   database as a plurality of data sets;
13   b) scoring a subset of said plurality of data sets relative to a
14   predetermined predefined set of selection criteria, selectively applicable to said
15   plurality of performance capability partitions, including a first set of predetermined
16   items matchable against said categorized information and a second set of
17   predetermined items selectively matchable against the unstructured textual content
18   of said categorized free-text information, said step of scoring assigning rankings
19   to said subset of said plurality of data sets; and
20   c) displaying predetermined identifiers of said subset of said plurality
21   of data sets in correspondence with said assigned rankings of said subset of said
22   plurality of data sets.

1   10.   (Original) The method of Claim 9 wherein said workforce database stores
2   scoring data corresponding to respective items of said performance capability

3   information and wherein said assigned rankings is derived from a function of said

4   scoring data corresponding to said performance capability information matched

5   by said first and second set of predetermined items.

1   11.   (Presently Amended) The method of Claim 10 wherein said workforce

2   database includes a key item database of free-text key items <u>derived from said</u>

3   <u>unstructured textual content</u> and wherein said step of scoring includes matching

4   said second set of predetermined items with key items of said <u>categorized</u> free-text

5   information based on a predetermined lookup correspondence defined by said

6   key item database.

1   12.   (Cancelled)

1   13.   (Cancelled)

1   14.   (Cancelled)

1   15.   (Cancelled)

1   16.   (Cancelled)

1   17.   (Cancelled)

1   18.   (Presently Amended) A method of evaluating <u>workforce</u> candidates for

2   positions based on performance capabilities and preferences in conjunction with

3   the human capital management of a workforce, wherein said method is

4   implemented as a computer executed procedure, said method comprising the

5   steps of:

6   a) collecting information from a set of potential candidates for a

7   position, wherein the collected information includes <u>a plurality of categorized sets</u>

8   <u>wherein each categorized set includes</u> categorized information and <u>categorized</u>

9   free form information, wherein said <u>categorized</u> free form information is

10   characterized as unstructured textual content, said step of collecting including the

11   step of reviewing the collected information by a designated reviewer wherein items

12   of said collected information are subject to selective qualification by said

13   designated reviewer and wherein phrases of one or more words occurring in said
14   <u>categorized</u> free form information are selectively associated <u>autonomously</u> with
15   instances of capabilities identifiers <u>for selective qualification</u> by said designated
16   reviewer, said instances of capability identifiers being stored by a database;
17   b) first scoring said categorized information subject to a weighting
18   specification associated with said position, said first scoring being further subject
19   to the selective qualification of the items of said collected information;
20   c) parsing said <u>categorized</u> free form information to <u>autonomously</u>
21   identify instances of key information corresponding to said capability identifiers
22   as stored by said database;
23   d) second scoring said instances of key information subject to said
24   weighting specification, said second scoring being further subject to the selective
25   qualification of the items of said collected information; and
26   e) providing, based on said first and second scoring, a ranking of
27   said set of potential candidates.

1   19.   (Previously Presented) The method of Claim 18 further comprising the step
2   of providing feedback by said designated reviewer to a selected member of said
3   set of potential candidates to solicit additional information in performance of said
4   step of collecting information, said step of reviewing providing for a normalization
5   of the quality of information provided by said set of potential candidates.

1   20.   (Cancelled)

1   21.   (Previously Presented) The method of Claim 19 wherein said step of
2   collecting information further includes the steps of:
3   a) storing the collected information in performance capability data sets;
4   and
5   b) issuing a data changed electronic notification message with respect to
6   a predetermined performance capability data set, wherein said data changed
7   electronic notification message is issued to said designated reviewer.

1   22.   (Previously Presented) The method of Claim 21 wherein said step of
2   providing feedback includes the step of selectively issuing an information request

3   electronic notification message to said selected member to solicit additional
4   information.

1   23.   (Previously Presented) The human capital management system of Claim 2
2   wherein said performance capabilities data set repository is updated with
3   workforce life-cycle event data, separately from said user interface system, to
4   modify the participant status of said predetermined user to reflect changes of
5   participant status between active participant status and reserve talent pool inactive
6   participant status.

1   24.   (Previously Presented) The human capital management system of Claim 23
2   wherein said performance capabilities data set repository associates a reviewer
3   notification delivery address with said predetermined reviewer and wherein said
4   data changed electronic notification message is delivered to said predetermined
5   reviewer at said reviewer notification delivery address.

1   25.   (Previously Presented) The human capital management system of Claim 24
2   wherein said performance capabilities data set repository associates a user
3   notification delivery address with said predetermined user and wherein said
4   information request electronic notification message is delivered to said
5   predetermined user at said user notification delivery address.

1   26.   (Presently Amended) The human capital management system of Claim 5
2   wherein said performance capabilities data set repository includes a scoring
3   database including first scoring data corresponding to predetermined items of
4   said categorized data fields and second scoring data corresponding to
5   predetermined key phrases of one or more words predefined as analytically
6   corresponding to phrases of one or more words that may occur in the
7   unstructured textual content of said <u>categorized</u> free-text data fields, wherein said
8   ranked order of said subset of said performance capability data sets is a function
9   of said first and second scoring data determined for said categorized data field
10   criteria and said <u>categorized</u> free-text data field criteria as evaluated against said
11   performance capabilities data set repository.

1   27.   (Previously Presented) The human capital management system of Claim 26
2   wherein said second scoring data, including said predetermined key phrases, is
3   dynamically definable through said reviewer interface system in qualification of
4   performance capability data sets by said predetermined reviewer.

1   28.   (Presently Amended) The human capital management system of Claim 27
2   wherein analytical correspondence to said predetermined key phrases is
3   determinable by parsing the unstructured textual content of said <u>categorized</u> free-
4   text data fields to identify presumptive key phrases of one or more words.